



Diversity, Equity and Inclusion

Southern Company¹ is committed to the success of its customers, employees, communities, stockholders and other stakeholders. Core to this commitment is building and maintaining a representative workplace that provides outstanding service to our customers and reflects the diverse communities we serve. We promote an actively anti-racist culture and strive to create a workplace where everyone is welcomed, valued and respected, and all groups are well-represented, included and treated fairly within all levels of the organization.

You can learn more about our commitment to [Diversity, Equity and Inclusion](#) on our sustainability website.

Southern Company also is committed to transparency. As part of that commitment, we will disclose annually an aggregate summary of workforce data each Southern Company subsidiary submits to the Equal Employment Opportunity Commission (EEOC) through Form EEO-1.

The EEO-1 is a compliance survey mandated by federal statute and regulations that requires company employment data to be categorized by race/ethnicity, gender and job category. The EEO-1 data reflects a single fixed point in time and is organized according to EEOC mandated job categories that do not fully reflect how the workforce at Southern Company subsidiaries are organized.

¹Southern Company is a holding company that conducts its business through its subsidiaries. Accordingly, references to Southern Company's operations, such as employment practices, refer to those operations conducted through its subsidiaries.

2021 Workforce Demographics

Below is an aggregate summary of the EEO-1 workforce data for all Southern Company subsidiaries for 2021.

Job Categories	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	White	Two or More Races	Overall Totals
Exec/Sr. Officials & Mgrs								
Female	1	3	24	3	0	83	1	429
Male	0	6	40	4	0	263	1	
First/Mid Officials & Mgrs								
Female	8	40	299	46	0	712	6	4573
Male	15	54	473	81	2	2826	11	
Professionals								
Female	10	124	800	99	5	1699	28	8926
Male	26	239	905	201	5	4730	55	
Technicians								
Female	1	3	30	17	0	117	3	1681
Male	10	20	208	63	1	1199	9	
Sales Workers								
Female	0	0	19	1	0	44	0	164
Male	0	0	11	2	0	87	0	
Administrative Support								
Female	3	16	1085	166	2	1025	24	2776
Male	1	6	188	42	0	212	6	
Craft Workers								
Female	3	1	54	9	0	125	4	6264
Male	44	19	1103	211	10	4645	36	
Operatives								
Female	3	2	27	26	1	88	0	1833
Male	13	14	370	132	2	1131	24	
Laborers & Helpers								
Female	0	0	2	0	0	9	0	145
Male	1	1	41	3	0	84	4	
Service Workers								
Female	0	0	57	1	0	36	2	589
Male	2	3	169	11	2	300	6	
Total	141	551	5905	1118	30	19415	220	27380

2020 Workforce Demographics

Below is an aggregate summary of the EEO-1 workforce data for all Southern Company subsidiaries for 2020.

Job Categories	American Indian or Alaska Native	Asian	Black or African American	Hispanic or Latino	Native Hawaiian or Other Pacific Islander	White	Two or More Races	Overall Totals
Exec/Sr. Officials & Mgrs								
Female	1	11	37	8	0	118	2	632
Male	1	7	43	11	0	392	1	
First/Mid Officials & Mgrs								
Female	5	34	277	44	1	652	7	4460
Male	16	49	448	81	2	2828	16	
Professionals								
Female	11	127	756	104	4	1729	21	9003
Male	27	226	846	205	2	4894	51	
Technicians								
Female	1	4	34	15	1	119	3	1749
Male	8	18	213	56	2	1267	8	
Sales Workers								
Female	0	0	21	1	0	52	0	190
Male	1	1	17	1	0	96	0	
Administrative Support								
Female	3	16	1160	173	1	1124	28	3030
Male	1	10	228	44	0	234	8	
Craft Workers								
Female	2	1	48	8	0	121	4	6108
Male	39	19	1056	188	8	4579	35	
Operatives								
Female	3	0	21	16	1	93	0	2029
Male	15	15	394	127	4	1322	18	
Laborers & Helpers								
Female	0	0	2	1	0	8	0	189
Male	2	0	42	7	1	121	5	
Service Workers								
Female	0	0	48	1	0	35	2	606
Male	3	1	165	14	2	331	4	
Total	139	539	5856	1105	29	20115	213	27996